DOCUMENT RESUME

ED 381 203 JC 950 189

TITLE	Class of 1994, Annual Report: NH Technical Colleges and Institute and NH Police Standards and Training.
INSTITUTION	New Hampshire State Dept. of Postsecondary Technical Education, Concord.
PUB DATE	95
NOTE	39p.
PUB TYPE	Reports - Descriptive (141)
EDRS PRICE	MF01/PC02 Plus Postage.
DESCRIPTORS	Accountability; Budgets; *College Graduates; College Outcomes Assessment; College Transfer Students; Community Colleges; Educational Benefits; *Educational Finance; Employment Patterns; Enrollment; *Outcomes of Education; *Police Education; Salaries; School Demography; School Effectiveness; Self Evaluation (Groups); *Technical Education; Technical Institutes; Two Year Colleges; Two Year College Students; *Vocational Education
IDENTIFIERS	*New Hampshire

ABSTRACT

This 1994 annual report for the New Hampshire Technical Colleges and Institute System (NHTC&IS) includes information on enrollments, outcomes, job placement, average salaries, transfer institutions, work force training, the Police Academy, finances, future directions, and governance. Introductory material highlights the following accomplishments: (1) in 1994, the NHTC&IS graduated 1,569 students, and served over 30,000 traditional aged students and adult learners; (2) day divisions had 4,996 full-time equivalent (FTE) students, and the evening divisions had 5,573 FTE students; (3) of 1994's graduating class of 846 women and 732 men, 982 (62.6%) were going into full-time employment, 235 (15%) went into part-time employment, and 204 (13%) continued their education; (4) the average graduate salary was $21,772; (5) the system's Technology Deployment Centers provided education and training for 2,827 work force members across the state; (6) the New Hampshire Police and Training Standards Council, which is the state's Policy Academy, graduated 133 police recruits and 102 corrections officers; (7) 52 new certificate and diploma programs and 12 new associate degree programs were established in such areas as Entrepreneurship, Travel and Tourism, Gerontology, Security Management, Landscape Design, Hospitality Management, Geographic Information Systems, and Human Resources Management; (8) all campuses have access to the Internet; and (9) in the past 2 years, satellite locations were established in six sites; (10) NHTC&IS appropriations totaled $43,976,102, of which $924,599 came from capital funds, $16,640,625 came from the general fund, $18,943,104 came from tuition and fees, and $7,467,774 came from other revenue. (MAB)

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ED 381 203

ANNUAL REPORT

Class of 1994

NH Technical Colleges and Institute and NH Police Standards and Training

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
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NH Postsecondary Technical Education SYSTEM

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Our Mission

The NH Department of Postsecondary Technical Education, a public two-year technical college and institute System, is dedicated to providing the highest possible level of technical, academic, and professional preparation to all people in NH.

Its mission is to prepare students to enter directly into the work force and to advance in their chosen career as technicians and skilled workers, concomitantly preparing students for continuous educational and career mobility and full participation in community life.

As an essential element in developing and maintaining a strong economy, the department is committed to meeting the education and employment needs of existing and future NH employers.

Each college and institute serves as an educational, technical, and community resource. The department achieves its mission by holding its colleges and institute accountable for responsiveness to all students and employers.

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From the Commissioner

Dear Education Shareholders:

The Class of 1994 saw our System of Technical Colleges and Institute continuing to lead the charge of providing NH's citizenry with the skills necessary to meet the challenges of a knowledge-based economy. We strengthened our efforts in moving toward a performance based learning strategy by positively identifying core competencies all of our customers will achieve so as to be highly attractive to prospective employers upon graduation.

With a dedicated faculty, administration, and staff; the Colleges and Institute graduated 1,569 students in 1994. We served over 30,000 traditional aged students and adult learners in 1994. Our response to the business and industry sectors for technology, manufacturing, industrial, business, health, and allied health training and retraining, conducted through our Technology Deployment Centers, resulted in the education and training of 2827 work force members across the state.

The New Hampshire Police and Training Standards Council, which is the state's Police Academy and part of our System, graduated 133 police recruits and 102 corrections officers. In addition, almost 130 correspondence and video courses were completed.

In the fall of 1995, two of our institutions, NHTC-Stratham and NHTC-Manchester, will be celebrating 50th year anniversaries. In 1945, these two colleges quickly established a strong educational presence in the state, which of course fostered the development to where we are today with seven institutions. Back then, the call to train a new work force was met with full strength commitment. Today, our colleges and institute not only carry on with the very same commitment but extend it further to the outer boundaries of economic and technological advancement.

Over the years, the Colleges and Institute have developed, and continue to develop, a spirit of "getting the job done well." Our mission statement of providing the highest possible level of technical, academic, and professional preparation to all people of New Hampshire continues to drive us towards the 21st century with an ever increasing "can do" solid commitment to our student and business communities.

In January of 1994, the first of our seven Technology Deployment Centers officially opened on Loudon Road in Concord. As a division of the New Hampshire Technical Institute, it provides a vital role in training NH's work force. Businesses and industries along with health and allied health organizations are served by our System's TDCs now established at all campuses across the state including a location at our NHTC-Stratham satellite campus at the Pease International Tradeport. At our college in Nashua, the TDC, which is referred to as the Regional Manufacturing Technology Center, has a uniqueness of its own. The RMTC was designed specifically to meet the education and research needs of manufacturers. It is governed by its own Board of Directors comprised of area CEOs, whose constant real-world-at-work input on manufacturing trends and processes keeps our RMTC state-of-the-art.

Our TDCs were developed to give NH business and industry the assurance of quick and easy access to state-of-the-art high tech education and training for their workforces. The network of TDCs provides the basis for technology extension service and provides our customers with expert technical assistance and advice on the latest technologies. Companies also have immediate on-going access to our facilities, equipment, and information data bases. Businesses such as James River Corp., Cabletron, General Electric, Davidson Instrument, Contech, AT&T, Bonneville International, and Polyclad Laminates worked with our TDCs in 1994 in designing training for their work forces in areas ranging from netware administration and ISO 9000 to leadership development and instrumentation.

In 1994 we established 52 new certificate and diploma programs and twelve new associate degree programs across the state in such areas as Entrepreneurship, Travel and Tourism, Gerontology, Security Management, Landscape Design, Hospitality Management, Geographic Information Systems, and Human Resources Management. We continued to strengthen and expand our libraries and learning resource centers making available to our students the latest technological advances both on and off campus. All of our campuses now have access to the world-wide information highway through the Internet giving students and faculty alike increased ability to conduct an endless array of technical and academic research around the globe.

The Colleges and Institute continued to lead an effort in 1994 to assure that NH business, industrial, manufacturing, technological, health, and allied health organizations had access to state-of-the art training and education opportunities. We offered courses in ISO 9000, Total Quality Management, Microsoft, Supervision, Manufacturing Technology, Novell, Critical Thinking, Computer Based Business Technology, and much more; all in the continuing effort to strengthen the state's economic growth and development.

Being both academically and geographically accessible remains an essential role of our institutions to ensure that the state's work force is continually trained and educated. Our Learning Resource Center Network, a collaborative with the NH Job Training Council and the Department of Education's Division of Vocational Rehabilitation, continue to provide educational opportunities to all learners regardless of learning abilities or style. They are learner driven centers designed to help students in achieving their maximum potential and increasing their self-esteem.

We are constantly building upon our geographical accessibility. In the last two years, we have established satellite locations in Haverhill, Lebanon, Derry, Peterboro, Littleton, and at the Pease International Tradeport. Because we are custom driven, our expansion out to the communities surrounding our main campuses will continue to be one of our primary goals.

Our institutions are committed to excellence in education. The NH Technical Colleges and Institute System will continue to use its diversified expertise in providing the highest possible level of technical, academic, and professional preparation to all people in NH. It will move towards the 21st century knowing the challenges to come will be met with full force and endurance.

Sincerely,

Dr. H. Jeffrey Rafn
Commissioner

NH Postsecondary Technical Education

Serving the state's cities and towns for nearly 50 years, New Hampshire's six Technical Colleges and its Technical Institute continue to provide top quality education and work force training vital to today's employment challenges. The Technical Colleges across the state in Berlin, Claremont, Laconia, Manchester, Nashua, and Stratham; and the Technical Institute in Concord offer over 185 two-year degree, certificate and diploma programs in the fields of business, industry/technology, health, and allied health.

In addition to its wide variety of programming, the System offers Pre-Tech for those students who need to enhance their learning skills. They can choose to enroll in a pre-tech program for nine months, where college-level preparation is completed in core disciplines such as English, math, and science. This then enables a student to move into a two-year degree program course of study.

Accessibility, flexibility and affordability are key elements at every campus. Locations are easily accessible and provide flexibility in day and evening programming. Some offer weekend scheduling as well. Counseling services and a variety of financial aid packages are readily available at all locations. The Technical Institute offers on-campus residency, and housing search assistance is available at all six Technical Colleges.

Although the System functions primarily on a day and evening division basis, each campus also has a Technology Deployment Center in place to assist any employer in need of specialized education for its employees. These TDCs can customize virtually any topic of concentration to meet short or long-term work force training needs of any employer. And all sessions can be conducted at the work site or on-campus.

With a dedicated faculty and staff of over 700, students attending any one of the System's colleges/institute can be assured of a top quality education so vitally needed to meet today's demanding work place challenges and to be prepared for tomorrow's technological breakthroughs.

Check The Tech!

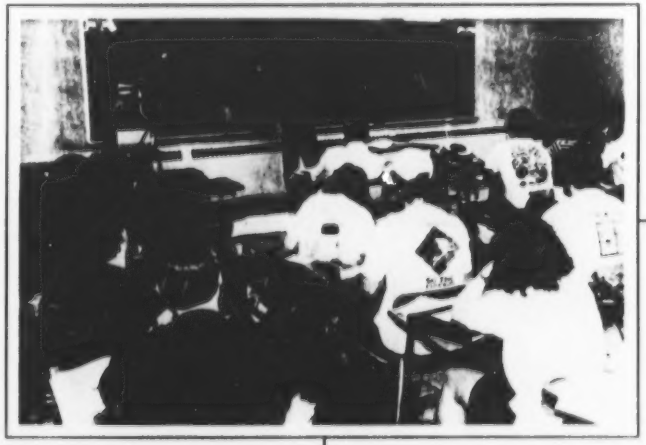
Enrollments

1993-94 Enrollments — Day Divisions

	Total	FTE
NH Technical College at Berlin	563	554
NH Technical College at Claremont	544	453
NH Technical Institute at Concord	1531	1679
NH Technical College at Laconia	439	516
NH Technical College at Manchester	671	708
NH Technical College at Nashua	524	645
NH Technical College at Stratham	478	441
Totals	4755	4996

1993-94 Enrollments — Evening Divisions

	Total	FTE
NH Technical College at Berlin	1430	371
NH Technical College at Claremont	2089	371
NH Technical Institute at Concord	9066	1668
NH Technical College at Laconia	3347	570
NH Technical College at Manchester	5834	1246
NH Technical College at Nashua	2637	463
NH Technical College at Stratham	3873	784
Totals	28276	5573



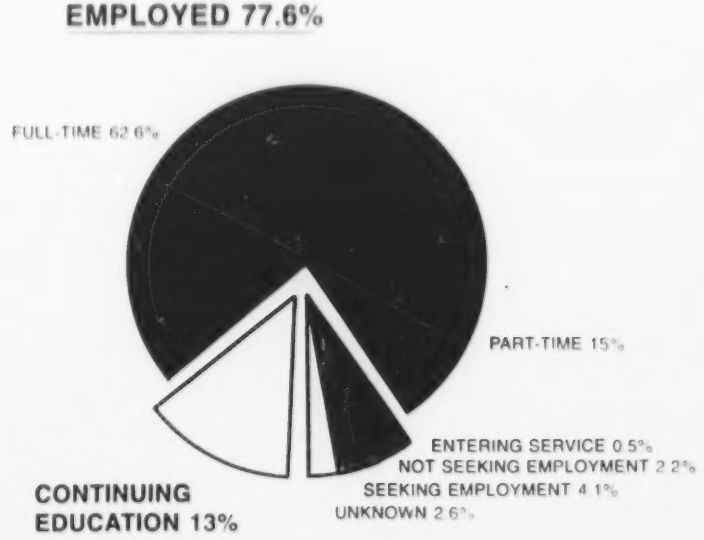
The Class of 1994

The six New Hampshire Technical Colleges and the New Hampshire Technical Institute graduated 1569 students in 1994 through its day and evening divisions. In addition, close to 30,000 registrations were recorded through the Division of Community Education, in which students chose to continue to enhance their education at night by selecting individual courses, certificate, degree, or diploma programs.

The 1994 graduating class was comprised of 846 women and 723 men. The number going directly into full-time employment was 982. Two hundred and thirty-five went into part-time employment. Eighty percent of the graduates were employed in fields directly related to their college majors. Choosing to continue their education at other colleges, universities, and schools were 204. Of the graduates who entered the job market, 801 obtained jobs in the state of New Hampshire.

The Technical Colleges and Institute System offers over 185 two-year degree, certificate, and diploma programs. In addition, it offers a wide variety of enrichment courses. Programs at the seven campuses are grouped into Business, Industry/Technology, and Health. Nursing programs made up the largest single group of graduates. Three hundred and twenty-one students graduated from RN and LPN programs.

Many positions were obtained as a result of contacts between potential employers and students arranged and fostered by the lifetime placement services provided by each college/institute. Other placements resulted from continuation of former or current work-related associations.



Status of Graduates as of November 30, 1994

College	Graduates	Employed Full-Time	Employed Part-Time	Continuing Education	Entering Service	Seeking Employment	Not Seeking Employment	Status Unknown
NHTC at Berlin	200	152	14	22	0	11	1	0
NHTC at Claremont	184	127	24	17	0	8	5	3
NHTI at Concord	546	300	106	101	6	7	13	13
NHTC at Laconia	140	104	11	11	0	11	1	2
NHTC at Manchester	209	141	38	12	0	8	8	2
NHTC at Nashua	156	97	19	24	1	10	3	2
NHTC at Stratham	134	61	23	17	1	9	4	19
Total	1569	982	235	204	8	64	35	41
Percent	100.0%	62.6%	15.0%	13.0%	0.5%	4.1%	2.2%	2.6%

Job Placement

The New Hampshire Postsecondary Technical Education System produces two-year degree graduates completing a course of study in the fields of business, industry/technology, and health/allied health. In addition, it also confers certificates and diplomas to those choosing to complete anywhere from a one to twelve month program in any number of specialized areas.

After graduating or completing one year of a two-year degree program, NHPTES attendees go directly into the work force as highly skilled new employees or transfer to other institutions of higher education. Displayed here and on the next page is a representative sampling of the types of business, industry, and health organizations that employed NHPTES graduates in 1994. The salary chart shown depicts the average beginning wages NHPTES graduates earn. And lastly, the names of higher education institutions to which NHPTES graduates transferred in 1994 are listed.

Companies in 1994 that hired NHPTES Graduates
(representative partial listing)

NHTC-Berlin
104 companies

Adirondack Trust Company
Berlin City Ford
Burndy Electrical
Excell Computer Inc
GZA Geo Environment
James River Corp.
Memorial Hospital
Mt. Washinton Hotel & Resort
Portsmouth Wastewater Plant
Us Forestry Service-Evans Notch

NHTC-Claremont
98 companies

Applewood Healthcare Center
Bremco Inc.
Catholic Medical Center
Continental Medical Therapies
Hillhaven Corp.
I.S Transit Systems Inc.
Micro Computer Specialists
New Engand Clinical Labs
Newsbank Inc.
Wilerson & Golden PT Assoc.

NHTI-Concord
180 companies

Ameridент Dental
Bristol Energy Corp.
Care Plus Ambulance
Chubb LifeAmerica
Concord Savings Bank
Flex Technology Inc.
Frisbee Memorial Hospital
Heidelberg-Harris
Hitchner Manufacturing
Thermal Dynamics Inc.

NHTC-Laconia
96 companies

Banks Chevrolet
Cabletron Computer
Computers Etc.
Enercon Engineering
Freudenberg-NOK
Hualapai Valley Fire Dept.
Lahey Press
Nashua Fire Dept
Polyclad Laminates
Technical Design Service

NHTC-Manchester
108 companies

Alpha Industries
Dartmouth-Hitchcock Medical
DHR Construction
Fitness Network
Gladstone Ford
Pitco-Frialator
Raytheon Co.
Valley News
WPI Thermo Flex
Wolverine Corp.

NHTC-Nahsua
82 companies

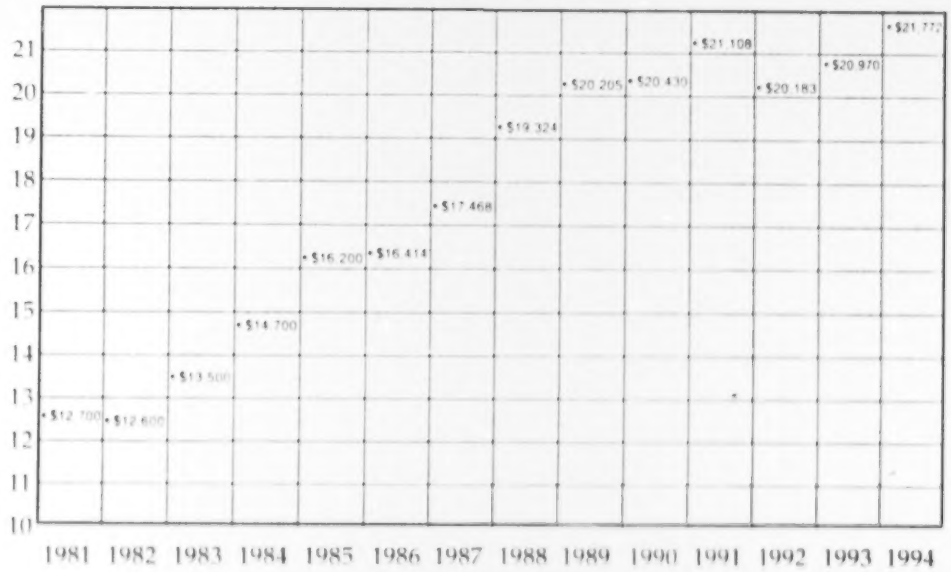
Analog Technologies
Chem Fab Inc.
Digital Equipment Co.
KTR Engineering
Pacer Electronics
Precision Machinists
Seacoast Optical
Teradyne
United Beechcraft Inc.
Wall Lincoln Mercury

NHTC-Stratham
40 companies

AW Machine Co
Autofair Toyota
Cabletron Systems Inc.
HDS New England Hospitality Systems
Heidelberg-Harris
Huggins Hospital
Key Personnel
Moore Business Forms
Profile Metal Forming
Varian Ion Implant Systems

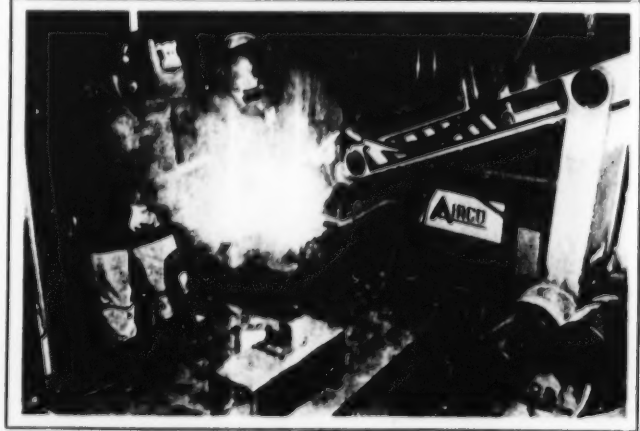
Transfer Institutions

Average Salaries



Collegiate Institutions to which System Graduates Transferred

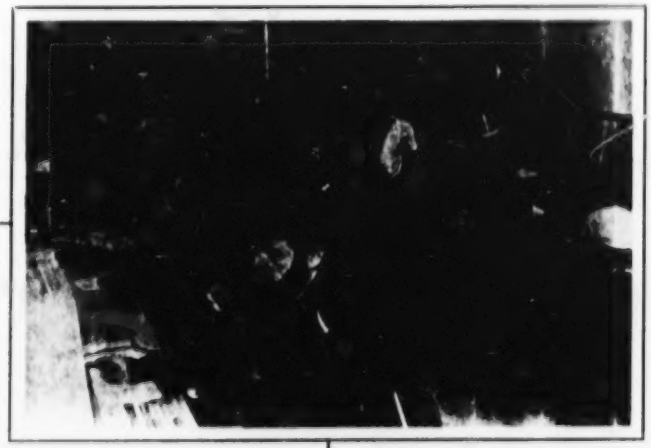
Boston Architectural Center
Colby Sawyer College
College for Lifelong Learning
Daniel Webster College
Eastern Kentucky University
Franklin Pierce College
Gonzaga University
Johnson State College
Keene State College
Lyndon State College
New England College
New Hampshire College
NHTC at Berlin
NHTC at Claremont
NHTC at Laconia
NHTC at Manchester
NHTC at Nashua
NHTC at Stratham
NHTI at Concord
North Shore Community College
Northeastern University
Northern Essex Community College
Notre Dame College
Oklahoma State University
Pensacola Junior College
Plymouth State College
Rennsselear Poly Tech Institute
Rivier College
Rochester Institute of Technology
Saint Joseph College
Springfield College
State University of New York at Stony Brook
University of Hartford
University of Maine, Augusta
University of Maine, Farmington
University of Maine, Orono
University of Maryland
University of Massachusetts, Lowell
University of New Hampshire
University of New Haven
University of South Florida
Wentworth Institute of Technology
Wheelock College



Work Force Training

In addition to its day and evening divisions, each of the System's six Technical Colleges and the Technical Institute maintain a quick response corporate outreach unit specifically designed to respond to business and industry employer needs for current and new employee education and training. In 1994, these Technology Deployment Centers trained over 2827 workers across the state.

The work force training units are in place to develop training programs, in many cases, going beyond traditional classroom approaches. Company managers work with college deans and faculty in formulating training content and delivery. Through a contractual agreement, customized programs, workshops, seminars, and/or courses are then designed. Depending on specific equipment and material needs, training is conducted either on site at the company or on the college campus.



Companies and Organizations

A cross section of companies and organizations contracted with in 1994 included (representative partial listing):

Pepsi Cola
Teredyne
Cabletron
AT&T
General Electric
Polyclad Laminates
St. Joseph Hospital
Freudenberg NOK
Davidson Instrument
Pitco
James River Corp.
Vernitron
NH Division of Personnel
NH Ballbearing
Bonneville International
Kerk Motion
Franklin Brush
Computer Solutions Inc.
Contech
Freedom Data
Mt. Ascutney Hospital
Sturn Ruger
Bonar
Easter Seal Society of NH

Courses and Programs

Many of the customized courses and programs designed included (representative partial listing):

Applied Math

National Electrical Code

Windows

Introduction to Polymers

Chemistry

Pharmacology

ISO 9000

Introduction of Plastics

Time Management

Electrical Circuits

Machine Tool

Netware Administration

Blueprint Reading

Empowerment and Communication

Leadership Development

Metrics

Symphony Software

Problem Solving

Instrumentation

Programming

Design Graphics

Lotus 1-2-3

Oral Communication

Quality Control

Economic growth and development cannot occur without a well trained and highly skilled work force. Companies thinking of locating in NH often ask, "Where will we get our trained technicians if we locate in New Hampshire?" The System's corporate outreach units will continue to play a vital role in not only answering questions like this for those companies but in always being there to assist them in any way possible.

As the NHPTES heads towards the 21st century, it will remain a key player in NH's economic recovery, growth, and development by keeping attuned to current trends and looking ahead to future needs of business and industry.

Police Academy

The New Hampshire Police Standards and Training Council is a unit of the Department of Postsecondary Technical Education, with fiscal and rulemaking autonomy. It was first established by the Legislature in 1971, and was merged with Postsecondary Education in 1985. Its objectives are to establish and maintain minimum hiring and training standards for police and corrections officers, provide mandatory pre-service training to new recruits, and provide ongoing in-service training to certified officers and various support personnel such as dispatchers, a diverse community of nearly 5,000 personnel. The police officers that we train include State Troopers, Highway Enforcement Officers, Special Agents of the State Liquor Commission, Gaming Enforcement Officers, Fire Marshals, Forest Rangers, Agriculture Department Investigators, Deputy Sheriffs, City and Town Police Officers, County Fair Security Guards, University of New Hampshire Police Officers, N.H. Hospital Security Officers, and N.H. Technical Institute Security Officers.

Although the Council was initially established to provide training and certification for police officers, through the Budget Act, we have also trained State Corrections Officers and civilian personnel of the Department of Corrections for many years. As of January 1, 1994, the Legislature gave us formal certification authority over State Corrections Officers. By virtue of other legislation, we are responsible for setting the minimum curriculum and physical agility standards for County Corrections Officers, who are trained by the N.H. Association of Counties, and we also provide basic and in-service training for Probation/Parole Officers.

The Council is funded by the Penalty Assessment Fund established under RSA 188-F:31. Each court with criminal jurisdiction is required to levy a surcharge of $2.00 or 15% on each fine imposed for all except municipal parking violations, and $5.00 from each monthly prisoner supervision fee paid by persons on probation or parole is deposited into this special, non-lapsing fund to support law enforcement and corrections training. As additional 2% is collected to support victim assistance programs in the state and an additional 3% for funding court modernization programs.

The Council's headquarters is located adjacent to the grounds of the N.H. Technical Institute on Fan Road in Concord, in a modern criminal justice academy facility that includes classrooms and lecture halls, dormitory space, administrative offices, a tactical center with an indoor firing range, running track, and combination auditorium/practical exercise laboratory, and an outdoor emergency vehicle operations course.

The Council employs a staff of 25, including administrative personnel, trainers, clerical, accounting, and maintenance workers. Its policies are set by the 12-member Police Standards and Training Council, four members of which, including the

Commissioner of Postsecondary Technical Education, serve by virtue of their office, and eight who are appointed by the Governor. Administrative functions are under the control of the Director, who is appointed by the Commissioner of Postsecondary Technical Education upon nomination by the Council. The Director also serves on the Administrative Board for the Department.

Graduates of both the 12-week Police Academy and the 6-week Corrections Academy are awarded academic credits toward an Associate's Degree in Criminal Justice upon completion of their respective course work.

1994 Training Summary

Basic Police Academies

Number Enrolled	143
Reciprocal Students	14
Total	157
Number Graduated	
Certified Full-Time	114
Certificate Part-Time	6
Reciprocal Students	13
Total	133

Basic Corrections Academies

Number Enrolled	123
Reciprocal Students	0
Total	123
Number Graduated	
Certified	102

Specialized Certificates

Certified Firearms Instructor	422
Certified Radar Operators	1,565
Certified Intoxilyzer Operators	833
Total	2820

Student Hours of Training Provided

Basic Police	78,288
Part-Time Police	14,016
Basic Corrections	26,580
In-Service Police	56,691
Regional Police	10,911
In-Service Corrections	15,505
Total	201,991

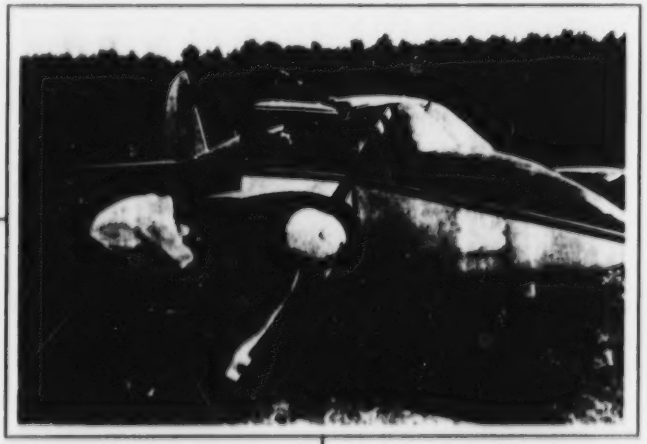
Correspondence Courses and Videos

Number enrolled	166
Number completed	128

Fiscal Summary

Summary of Appropriations 1993-94

College	Operating	Capital	Total
NHTC-Berlin	4,393,368	9,247	4,402,615
NHTC-Claremont	4,023,798	43,974	4,067,772
NHTI-Concord	12,645,881	0	12,645,881
NHTC-Laconia	4,319,710	30,004	4,349,714
NHTC-Manchester	6,227,418	169,112	6,396,530
NHTC-Nashua	4,058,955	0	4,058,955
NHTC-Stratham	3,716,199	0	3,716,199
Central Office	3,666,174	672,262	4,338,436
TOTALS	43,051,503	924,599	43,976,102



Funding Source

Capital Funds	924,599
General Fund	16,640,625
Tuition and Fees	18,943,104
Other Revenue	7,467,774
TOTAL	43,976,102

Into the Future

As the New Hampshire Technical Colleges and Institute move towards the 21 st century, the challenges of meeting the education and training needs of business and industry, the recent high school graduate, the adult learner, the single parent, the displaced worker, and others will be met with vigor and steadfastness.

In moving from a time-based teaching system to a performance-based learning system, we have identified core compentencies that all of our students will achieve before graduating thus assuring workplace leaders of a highly skilled, world class worker--whether in the field of dental hygiene, automotive technology, computer information systems, architectural engineering, building construction, business management, or numerous others we offer.

Our initiative in TechPrep and School-to-Work Transition programs will continue to grow to ensure a work based learning as an equal to classroom learning experience for all participating. We will continue to tap into the expertise of employers for guidance and assistance in designing and building curricula. We will increase and broaden linkages among secondary, two-year postsecondary, and four-year institutions to better meet the demands of learners and employers alike.

Our Technology Deployment Centers and the Regional Manufacturing Technology Center will strive to provide all of what business, industrial, technological, health, and allied health organizations need in the realm of education and training. Offerings ranging from computer literacy to critical thinking and from Novell to Total Quality Management will be expanded. The TDC and RMTC network will continue to build upon specializations in physics based, chemistry and biology based, and human based technologies. The TDCs will also strive to give companies the opportunity to conduct project simulations and use our centers as places of information exchanges including computer access and networks to regional, national, and global databases.

Our Learning Resource Center Network, a collaborative with the NH Job Training Council and the Department of Education's Division of Vocational Rehabilitation, will continue to provide educational opportunities to all learners regardless of learning abilities or style. These learner driven center across the state at each of our campuses are designed to assist students in achieving their maximum potential and increasing their self-esteem.

We will continue to be customer driven institutions of high learning. Being academically and geographically accessible will remain another of our major goals. With satellite locations in Derry, Peterboro, Haverhill, Lebanon, Pease International Tradeport, and Littleton; we are able to better serve more communities in New Hampshire. We will continue our efforts in opening new satellites as the needs present themselves. Our intent is to bring two-year degree programs, certificate programs that vary in length, seminar and workshop programs, and one-year diploma programs into communities that may not otherwise have easy access to our main campuses.

Our investment to our infrastructure will continue to enhance our abilities to make the information highway more accessible to our student and business communities. TechNet and the Internet, fully operational at all of our campuses, are becoming more and more essential to everyday company operations. We will remain committed to providing businesses with increased access to these vital tools.

As we work to achieve our goals and helping others in achieving theirs, the Colleges and Institute will move forward to meet the challenges of the 21st century with a stronger dedication to excellence in education.

Governance

Governor and Council 1994

GOVERNOR

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Dr. Larry Keller	NHTC-Laconia
Dr. Patrick Roche	NHTC-Manchester
Robert Bloomfield	NHTC-Nashua
Jane Power Kilcoyne	NHTC-Stratham
Earl Sweeney	Police Academy Director